GDAŃSK UNIVERSITY OF TECHNOLOGY

Subject card

Subject name and code	HUMAN RESOURCES MANAGEMENT, PG_00058465		
Field of study	Economics		
Date of commencement of studies	October 2024	Academic year of realisation of subject	2026/2027
Education level	first-cycle studies	Subject group	Obligatory subject group in the field of study Subject group related to scientific research in the field of study
Mode of study	Full-time studies	Mode of delivery	at the university
Year of study	3	Language of instruction	Polish
Semester of study	5	ECTS credits	3.0
Learning profile	general academic profile	Assessment form	assessment
Conducting unit	Department of Entrepreneurship -> Faculty of Management and Economics -> Faculties of Gdańsk University of Technology		
Name and surname of lecturer (lecturers)	Subject supervisor	dr hab. Łukasz Sienkiewicz	
	Teachers	dr hab. Łukasz Sienkiewicz	

Lesson types

Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
Number of study hours	15.0	15.0	0.0	0.0	0.0	30

E-learning hours included: 0.0

eNauczanie source addresses:

Moodle ID: 8480 Zarządzanie Zasobami Ludzkimi 2026/2027
https://enauczanie.pg.edu.pl/2025/course/view.php?id=8480

Learning activity and number of study hours

Learning activity	Participation in didactic classes included in study plan	Participation in consultation hours	Self-study	SUM
Number of study hours	30	10.0	35.0	75

Subject objectives

preparation of students to practically apply human resource management methods and tools, based on knowledge of organisational functioning, and to develop attitudes of responsibility and ethical decision-making in the context of building interpersonal relationships and organisational development.

Learning outcomes

Course outcome	Subject outcome	Method of verification
[K6_U03] Demonstrates professional and effective teamwork in addressing interdisciplinary problems, both as a leader and as a team member	is able to collaborate within a team, developing the skills needed to actively participate in improving human capital management	[SU1] Assessment of task fulfilment
[K6_W07] professionally analyzes economic, financial, and social phenomena.	knows and understands social processes related to managing people within an organisation and a team	[SW1] Assessment of factual knowledge

<table>
<tr><td>Subject contents</td><td>Course content – lecture

Evolution of the personnel function towards HRM.
Human resource management strategy.
Job analysis and job descriptions.
Evaluation of jobs and competences.
Recruitment of employees.
Selection of employees.
Onboarding in an organization.
Performance appraisal of effectiveness of work and employees.
Motivational systems.
Employee training and development.
Career management.
Talent management.
Digital technologies in HRM.
Measurement of HRM effectiveness and return on investment.
Determinants of HRM: culture, labour market, competition

Course content – exercises

Evolution of the personnel function towards HRM.
Human resource management strategy.
Job analysis and job descriptions.
Evaluation of jobs and competences.
Recruitment of employees.
Selection of employees.
Onboarding in an organization.
Performance appraisal of effectiveness of work and employees.
Motivational systems.
Employee training and development.
Career management.
Talent management.
Digital technologies in HRM.
Measurement of HRM effectiveness and return on investment.
Determinants of HRM: culture, labour market, competition</td></tr>
<tr><td>Prerequisites and co-requisites</td><td></td></tr>
<tr><td>Assessment methods and criteria</td><td><table>
<tr><th>Subject passing criteria</th><th>Passing threshold</th><th>Percentage of the final grade</th></tr>
<tr><td>Group project</td><td>60.0%</td><td>50.0%</td></tr>
<tr><td>Oral assessment with open-ended questions</td><td>60.0%</td><td>50.0%</td></tr>
</table></td></tr>
<tr><td>Recommended reading</td><td><table>
<tr><td>Basic literature</td><td>Juchnowicz, M. (red.) (2014). Zarządzanie kapitałem ludzkim. Procesy - narzędzia - aplikacje. Warszawa: Polskie Wydawnictwo Ekonomiczne.
Juchnowicz, M. (red.) (2016). Elastyczne zarządzanie kapitałem ludzkim z perspektywy interesariuszy. Warszawa: Polskie Wydawnictwo Ekonomiczne.
Armstrong, M., (2011). Zarządzanie zasobami ludzkimi, Warszawa; Wolters Kluwer.</td></tr>
<tr><td>Supplementary literature</td><td>Becker, B.E., Huselid, M.A., Ulrich, D., (2001). The HR Scorecard: Linking People, Strategy, and Performance. Boston: Harvard Business Review Press.
Lawler III, E.E., (2008). Talent. Making People Your Competitive Advantage. San Francisco: Jossey-Bass:</td></tr>
<tr><td>eResources addresses</td><td></td></tr>
</table></td></tr>
<tr><td>Example issues/ example questions/ tasks being completed</td><td>Development of assumptions for a human resource management strategy and the definition of long-term strategic goals.
Development of a job description and competency profile.
Carrying out the evaluation of job positions in the organization.
Development of a model recruitment advertisement.
Development of a selection interview scenario.
Designing the assumptions of the adaptation process in the organization.
Developing a career path.
Developing the assumptions of the talent management program.
Development of assumptions for the system for measuring the effectiveness of HRM.</td></tr>
<tr><td>Practical activites within the subject</td><td>Not applicable</td></tr>
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